



GC Early Pay Programs

SELECTING AN EARLY PAY PARTNER

Here's what to evaluate before selecting a partner to run your early pay program.

1. **Long-term partnership potential and construction experience:** These multi-year programs become deeply ingrained into a GC's workflows, making a **partner's financial stability and dedication to the industry essential**. Also, because they serve as an extension of your team, they must have a deep understanding of the industry and **built trust with subcontractors** to reflect well on your business.
2. **Subcontractor outreach and adoption:** A strong partner should have a **strong outreach strategy** and a **clear approach to driving subcontractor adoption**.
3. **Technology and platform evolution:** Whatever platform used for the early pay program should streamline onboarding, support early pay elections, integrate with existing payment processes, and **have the ability to evolve over time**.
4. **Pricing flexibility:** Programs that can offer multiple pricing options are typically better positioned to **attract participation from a broader base of subcontractors** while still supporting the general contractor's financial objectives.
5. **Funding strategy:** A strong partner should **support multiple funding structures** and adapt as the program matures.
6. **Implementation discipline:** The most effective deployments follow a phased rollout that allows the organization to crawl, walk, and then run. A strong partner should **bring a clear implementation plan**.

Choosing the right partner is a **strategic decision**, not merely a technical one.